



Media Backgrounder

About Homeward Bound

Homeward Bound is a groundbreaking leadership initiative for women with a background in the STEM (Science, Technology, Engineering, Mathematics and Medicine) professions. It is currently recruiting for a fifth cohort, taking it half the way to achieving its 10-year goal of equipping a 1000-strong global collaboration of women to proactively lead, influence and contribute to policy and decision-making as it shapes the future of our planet.

Homeward Bound came into being in 2015 when Australian leadership expert Fabian Dattner literally dreamt of the program and its possibilities. She shared her vision with several key women in STEM, many of whom had completed her Australian leadership and development program for women, Compass.

The dream turned global initiative now reflects their concern for the practice of leadership globally, the intransigent absence of women in leadership, and fear for the future of the planet. Research shows that women generally lead with greater inclusion and more collaboration, are trustworthier with assets and are guided by a legacy mindset – all of which is the kind of leadership the world critically needs and which the program seeks to amplify.

Homeward Bound participants encompass over 40 nationalities across all STEM fields. Supported by a global faculty of experts and environmental champions, participants complete a 12-month program to increase skills in leadership, strategy, visibility and collaboration, while also broadening the scope of their scientific knowledge and collaboration. The program culminates in a three-week expedition to Antarctica, one of the most ecologically sensitive and inspiring places on earth.

Facts about women in STEM

- Only 17% of STEM leaders in academia and the private sector are female, even though women represent around 40% of junior STEM positions.
- Women earn nearly one-third less than men within a year of completing a PhD in a STEM field.¹ In Australia 32% of male STEM graduates earn in the top income bracket compared to just 12% of females (with this figure being similar irrespective of whether women have children or not).²
- Women are subject to bias in peer-review: female postdocs must publish at least 3 more papers in prestigious journals or 20 more papers in lesser known journals to be judged as productive as males.³
- Men are twice as likely to win scholarly awards, and scientists are increasingly judged on publications, citations, research grants, awards and memberships of elite academies.⁴

Facts about women and leadership

- Women lag behind when it comes to leadership roles in business: Just 26 women are serving as CEOs of Fortune 500 companies (5.2%). The share serving as CEOs of Fortune 1000 companies is virtually the same (5.4%).⁵
- Women remain significantly underrepresented across the length of the corporate pipeline. Fewer women than men are hired at entry level, despite women being 57% of recent college graduates. At every subsequent step, the representation of women further declines.⁶
- Leadership is viewed as a masculine role: people continue to ascribe stereotypically masculine traits, such as dominance, intuitiveness and emotional stability to good managers.
- In a study of 16 dominant competencies exhibited in effective leadership, women outscored men in 15 out of 16 categories⁷
- Imposter syndrome (a psychological pattern in which an individual doubts their accomplishments) holds women back from leadership: where men own their success as an inherent quality, women attribute success to luck or effort and not inherent ability.
- Women have fewer role models and are less likely to receive advice from managers and senior leaders on how to advance.

- Women routinely negotiate less desirable employment terms than men, with male managers and professionals negotiating 60% higher starting salaries than female peers.⁸

Women and the future of our planet

- Women are the key to solving the challenges facing humanity. Women tend to think more about the longer term than do men, and about the future needs of their children and grandchildren. They tend to seek peaceful and constructive solutions to problems rather than fighting over differences in values and beliefs, or resources.⁹

Some Homeward Bound impacts since 2015

- 3 'TED' talks – Shelley Ball (HB1), Carol Devine (HB1) and Monica Araya (HB1)
- 63 educational talks in schools across four continents
- 91 participants delivering keynotes, conferences, seminars, workshops on women, leadership and the environment to global audiences

Some significant examples that have emerged include:

- The 'Kids Care About Climate Change' drawing contest initiated by Marji Puotinen (HB3), which saw 1246 drawings submitted from 11 countries and 120 schools, raising awareness and sparking conversations about penguins, coral reefs and climate change.
- In May 2017, Deb Pardo (HB1) was named by French newspaper *La Tribune* as one of the 'top 20 innovating women in France' (for her scientific research and selection for the first HB program). Deb also recently founded the Earthship Sisters 'HB ripple initiative'.
- HB2 alumna Paola Tello Guerrero created the educational initiative 'Antarctica for the brave', which attracted 6 major sponsors and 12 in-kind supporters, involved presentations/workshops to audiences of approx. 6000 people across seven cities and 50+ organisations, resulted in 90 national and 20 international news stories, and a social media platform of 2200 followers.

Available media commentators and interviewees

Fabian Dattner, Homeward Bound founder, **Dr Justine Shaw**, Homeward Bound co-founder and **Dr Mary-Ann Lea**, Homeward Bound Science program coordinator are available for media comment or interview.

Fabian is founding partner of leadership development consultancy Dattner Grant and founder of Compass, a national leadership initiative for women. She is also a speaker, educator, social entrepreneur, and regular commentator on leadership and ethical issues in Australia today and the role of women in building a sustainable future. She has been a finalist in the TELSTRA Business women's awards three times and was selected as one of the NAB 2016 100 Women of Influence.

Dr Justine Shaw is Research Fellow, ARC Centre for Excellence for Environmental Decisions, The University of Queensland, and is a research leader in the area of conservation of Antarctic and sub-Antarctic terrestrial ecosystems.

Dr Mary-Anne Lea is Senior Research Fellow and deputy Centre head of the Ecology and Biodiversity Centre, Institute for Marine & Antarctic Studies, University of Tasmania.

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